1984-85 Annual Report

The Social Planning & Research Council

of Hamilton and District

A United Way Member Agency

85-4339/

President's Report

The second year of my presidency has been one of consolidation and positive progress towards future change. Our staff complement is now up to full strength, there have been some significant changes in volunteer positions, and we have successfully inaugurated a new relationship with one of our major funders, the Regional Municipality of Hamilton-Wentworth. Excellent progress is being achieved towards the launching of the Volunteer Bureau as an independent agency, and the Council has launched a new initiative to encourage communication, at the volunteer level, between agencies and the United Way.

Jody Orr has confirmed our confidence in her by demonstrating an eminent level of effectiveness as our new Executive Director. Our Research Unit has been brought up to its full strength by the addition of Rick Csiernik and Winsome Cain. Pat Stainton has replaced Lillian Bayne as Program Consultant for the Volunteer Bureau, and Caroline Eyk is our new bookkeeper/secretary. I welcome all our new staff members and congratulate them on the contribution they are already making to the work of the Council.

My thanks, also, to all the other members of our staff, whose dedication and hard work adds immeasurably to the effectiveness of the Council.

In addition to staff changes, we have also experienced two major shifts in volunteer responsibilities. After many years of conscientious service, Mike Welch resigned as Treasurer, to take a new position with his firm in Saskatoon. Mike's role is being ably filled by Nick Mastroluisi. Nick Sidoruk, who had only recently taken over the chair of the Research Advisory Committee, resigned to devote more time to his business; his place has been taken by Grant Corbett, who is systematically reviewing the activities of this important committee and strengthening it by the addition of new members. Nick and Grant join the executive committee, whose other members are Dick Capling, Lily Oddie-Munro, Alison VanDuzer and Marjorie Baskin, ably supported by Jody Orr and Mary Swan. To all of you I extend my sincere thanks for your willing support and dedication.

The Executive Director's report describes the work of our three major divisions, Research, Community

Development, and Volunteer Bureau. I would like to mention here some of the significant or new developments in each of these areas.

This is the first year that our Research Unit has carried out specific research projects selected by us from a list prepared by the Region. The cost of these research projects represents approximately two-thirds of the value of the annual grant we receive from the Region; the other third is allocated to our core budget for the ongoing work of the Council. The system seems to be working well and is being repeated in 1985. It is advantageous to SPRC to be abie to demonstrate specific results in return for our Regional grant, by making contributions to areas of concern identified by the Region. At the same time, by agreement, our research remains our own, so that our independence is maintained.

The Community Development Advisory Committee continues to provide extremely valuable consultation and advice to community organizations and agencies. A major new thrust of CDAC, now in its initial stages, is the study of Citizen Participation in Government decision making. It is hoped that this study will result in guidelines for the organization and management of this extremely important process. SPRC is in a unique position to put forward proposals in this field; I look forward to the results of this study, which could well be of value far beyond our own geographical area.

In addition to continuing its innovative programs, the Volunteer Bureau has been working very hard, in co-operation with SPRC, towards its establishment as an independent agency. The SPRC finds itself, once again, in the role of a fond parent launching a child into the world as a mature adult. With the help of staff and many willing volunteers, there has been steady progress; it now appears that 1986 should see the Volunteer Bureau in place and functioning on its own.

There are two other initiatives I wish to mention. The first is the move towards establishing a Presidents' Committee, made up of volunteer representatives from agencies supported by United Way. The idea began as a result of concerns expressed by a variety of agencies that there was a growing set of misunderstandings developing between United Way and the agencies for whom it raises funds, In order to identify concerns, and to encourage communication, a meeting of volunteer representatives from agencies

was called recently, following the circulation of a questionnaire. The meeting, which was attended only by volunteers, enthusiastically endorsed the idea of a continuing committee, in order to provide a forum for communication between volunteer boards, to resolve concerns and improve the work of volunteers. The first, but by no means the only, issue will be to seek means of improving understanding between the agencies and United Way. I have great hopes for this process, and have agreed to continue active involvement in it.

The second initiative is the revival of a long-range planning committee at SPRC. There has been a group at SPRC studying planning in one form or another for many years, however the time now seems appropriate for the re-focusing of attention on the future of our Region. I have proposed that the first task of this group should be to establish realistic terms of reference for itself, so as to avoid the pitfall of attempting too much. I look forward to SPRC making a meaningful contribution by establishing principles and proposing objectives for the future of our community.

Finally, I would like to thank all of you for your support over the past two years. I have been honoured to serve as President of the Social Planning and Research Council and I appreciate deeply the opportunity to work with and know such a fine group of people.

Anthony Butler
President

Executive Director's Report

This year 1984-1985 was not only my first year sitting in the Executive Director's chair, but it was a year filled with significant change, growth and achievement, a year of transition, and a year of "taking stock".

Staffing Changes

The staff complement at the Social Planning and Research Council underwent dramatic change in 1984.

Cora Cousins, who has given 28 years of service to the Council dating from a time when we were still a planning division within the United Way, retired, leaving a difficult gap to fill. Her good humor, hard work and enthusiasm is missed by us all. Edna Feild, our bookkeeper, also retired in 1984, after 13 years of dedicated service. We wish both Cora and Edna much happiness in their retirement years. We are happy to welcome Caroline Eyk as our new bookkeeper. Caroline is also providing secretarial support to the Research Unit. Welcome aboard!!!

With Mike Pennock's departure from the Council and my shift to the position of Executive Director, the Senior Research Associate's position has been filled by Kim Van Louwe, whose excellent work, attention to detail and commitment has ensured the continuing credibility of research generated through the Council.

To round out the Research Unit, we hired two new staff in 1984. Rick Csiernik, the new Research Associate, has already made an outstanding contribution to the Council, and Winsome Cain, the new Research Technician, whose hiring was made possible through the United Way, has provided support and expertise which is now permitting us to undertake far more substantive research projects than hitherto feasible.

Nineteen eighty-four also marked the departure of Lillian Bayne, Program Consultant for the Volunteer Bureau, who left to pursue a Masters degree in Social Policy at McMaster University. We are delighted to have obtained the services of Pat Stainton as Lil's replacement. Pat brings a broad range of experience and skills and lots of enthusiasm

to her position and is proving to be a most valuable addition to the Volunteer Bureau.

Despite staff shifts and changes, the programs and activities of the Council have operated effectively throughout the year under the able guidance of each of our standing programme committees: the Research Advisory Committee, the Community Development Advisory Committee and the Volunteer Bureau Advisory Committee. Modifications in our internal evaluation system in 1984 permitted, for the first time, a systematic analysis of staff time as measured against the Council's priorities, allowing a more effective decision-making process by the Board of Directors and Committees in regard to which projects and consultations should be undertaken.

Highlights of each program area are outlined below and a list of the Council's priorities may be found elsewhere in this Annual Report. These highlights are described in relation to Council priorities.

Research and Planning

The year 1984 saw an expansion in the professional staff complement from 2 to 2½ full-time staff (thanks to United Way funding for a permanent part-time research technician). One of the key changes in this program area has been a shift to "team research" which combines the skills of a Research Unit personnel on specific projects and consultations resulting in more rigorously in-depth research and policy analysis and more ambitious research undertakings.

One of the results of this change has been a drop in the proportion of Research Unit time spent on consultations in relation to internal projects. In 1983, almost 50% of research staff "on-line" project and consultation time was spent on consultations; in 1984, this time dropped to 40%, indicating that consultations, while still extremely important, have been offset to a degree by an increase in internally generated projects. To a large degree, this can be explained by the sheer increase in magnitude of internal projects undertaken, a change made possible by the increase in staff.

Social impact analysis of government policy: In 1984, two projects, each consuming more than 300 hours of staff time, were undertaken. **The Impact of the Recession in Hamilton-Wentworth** (a study made possible through a Secretary of State grant), due for publication in May or June of 1985, is a major and innovative analysis of the

impact of the recession on women's services and employment opportunities. Our review of the Regional Municipality's Environmental Assessment Submission on the North-South and East-West Expressway was submitted to the Consolidated Hearings Board in February, 1985, and provided important information to the community at large and the Board in particular, underscoring the importance of the Council as a facilitator of informed decision-making by the community.

Social policy development/advocacy: Much of the staff time expended in this area reflected consultative work with community groups and included presentations before the Ontario Municipal Board on behalf of the Keith Neighbourhood Association (re industrial buffer zoning) and the Guise Street Housing Co-operative, and continuing consultation to the Working Group on Income Maintenance for the Disabled, the Coalition for Better Day Care, and the Coalition for Neighbourhood Schools. Work with municipal and regional government in this priority area included a submission on Municipal Non-Profit Housing, work with the North End Waterfront Plan Advisory Committee, and the striking of a Day Care Advisory Committee to provide recommendations on issues referred to us by the Regional Social Services Committee. Federally, we responded to the Federal Government's consultation on Child and Elderly Benefits.

Technical assistance to community groups: Much of our work in this area is handled through minor and major consultations and included in 1984 work with groups such as the United Way, A.A.T.D., and the Women's Centre.

Service co-ordination: Until last year, much of our work in this priority area developed out of our own projects. Over the last year, most major involvements in this area reflected our outside involvement with other groups such as the District Health Council and its sub-committees.

Needs assessment: The majority of staff involvement in this area was, as last year, reflected in minor consultations with groups wishing to undertake needs assessment themselves.

Socio-economic trend analysis: Through a Canada Works grant, major work took place on updating and expanding our data base, and developing for publication major documents such as the Social Planning Data Book, the Socio-Economic Atlas,

and a series of community profiles. Much of this type of work has, since the termination of this funded project, been absorbed by Winsome Cain, our Research Technician.

Agency evaluation: Over 1984, we experienced an increase in outside agency requests for evaluation. The two most significant such involvements included evaluations undertaken for the Parent-Child Drop-In Centre and Extend-a-Family.

Urban planning assistance: In this area, SPRC staff were active on the Central Area Plan Implementation Committee and involved in the proposal for the GO-ALRT system.

Management consultation: Since the Board's decision in 1983 that management consultation should be undertaken only on a fee-for-service basis, activity in this priority area has dropped off entirely.

COMMUNITY DEVELOPMENT

The Community Development program displays the highest proportion of on-line professional time devoted to consultation with community groups and agencies of any of our program areas, (a full 62.4% of project and consultation time). This reflects a commitment by the Community Development Advisory Committee to ensuring that the program is flexibly responsive to community needs, which may shift dramatically from month to month. The program continues to be staffed by one full-time professional.

Public policy changes effecting citizen participation: There were two major involvements in 1984 in this priority area. First, assistance, was provided to the Coalition for Citizens' Advisory Committees, a group with investigated models for increasing citizen participation in government decision-making. We assisted the Steering Committee of this coalition in their efforts to gather information about Citizen Advisory Committees and to use that information to build support for this type of change. A Public Forum on GO-ALRT was organized in response to concerns raised by community members that there had been insufficient opportunities for public involvement in determining where and how GO-train service could be extended into Hamilton. A feedback document was prepared for Regional Council, and work with various community groups monitoring the progress of this project continues.

Organization assistance to community groups: In 1984, we provided support, as we have for several years, to the **Committee for the Environmentalist of the Year.** This group is a collection of various community groups working together to identify and honour each year a group or citizen who has made an outstanding contribution to the environment in Hamilton-Wentworth. The 1984 Environmentalist of the Year is Gil Simmons. The **Advocates Committee** received our assistance in establishing a network of all advocates in the city. This network will expand the information-sharing and problem-solving resources available to advocates.

Dissemination of information re: citizen participation policies: The Community Development Advisory Committee has initiated efforts to study and prepare a comprehensive report on citizen participation models which will serve as a guide to both the SPRC and community groups in their efforts to evaluate citizen participation programs.

Initiating formation of community groups: There were no involvements in this priority area in 1984.

Development of Boards of Directors: There were no involvements in this priority area in 1984.

Our work sometimes involves staff in priorities normally undertaken by staff in other program areas. There were two such community development involvements in 1984 worth noting. Work with the **Coalition for Neighbourhood Schools** contributed to our **Social impact analysis of government policy** priority. The Coalition was concerned with the planning process of the Board of Education in regard to school closure and its impact on the community. We provided information and resources enabling the group to conduct a social impact study measuring the effects of school closings on a neighbourhood. The group's report prompted action by the Board of Education to further consider assessing the social impacts of their decisions. With reference to the priority **Promotion of Voluntary Action, a Discussion Forum** planned in 1984, but held in January, 1985, served as a response to increasing tension between volunteers and unions. A Volunteer Bureau publication on this subject generated intense interest and the discussion forum attempted to provide parties concerned with an opportunity to begin a dialogue which might ultimately define policies useful in resolving the tension.

THE VOLUNTEER BUREAU

In 1984, the Bureau returned (from 1½ professional staff) to its staffing of 2 full-time professionals, thanks to United Way funding of the additional half-time position. With planning fully underway and initial steps taken towards separation of the Bureau from the Council, there was a significant expansion in administration for both Bureau volunteers and staff in 1984. In 1983, 60% of the Bureau's staff time went into "on line" projects and consultations; in 1984, this declined to 43.6%. To an extent, this was offset by almost 2,000 hours of volunteer work, of which more than 50% went into "on line" involvements.

Since the Bureau uses the time recording system of the Ontario Association of Volunteer Bureaux and Centres, which differs significantly from that employed by other programs of the SPRC, it is difficult to systematically outline Bureau activities as they relate to SPRC priorities. However, an appreciation for the enormous amount of work accomplished by the Bureau can be achieved by reviewing highlights and, where appropriate, relating them to priorities.

The **Special Needs Project**, which would develop effective volunteer placements for ex-psychiatric patients in the community, was re-submitted for funding through the District Health Council to the Ministry of Health.

Two publications of the Bureau, *Volunteer/Union Relations* and *Insurance for Volunteers and Voluntary Organizations* generated substantial interest and sales, and led to the publication of two journal articles in the United States: "Considering the Many Facets of Volunteer/Union Relations" (Voluntary Action Leadership) and "The Role of Volunteers During a Strike" (The Journal of Volunteer Administration).

In the priority area of **Promotion of voluntary action**, several funded projects and contributions permitted the development of promotional material. These included six commercials which were taped at no charge by **CHCH-TV** (and which are currently being aired), a **Secretary of State** grant to develop promotional material, and a grant from the **Hamilton Foundation** to assist with Volunteer Week in 1984.

With regard to the priority **Assistance re volunteer program management/volunteer program design**,

the Volunteer Bureau staff devoted 314 hours working on 458 separate contacts with issues and projects relating to volunteerism. Many of these contacts involved consultation of the types above, and included the full range of those involved in volunteering, from small community groups, social services, the arts, cultural and health agencies, through to provincial organizations and all levels of government.

Recruitment and referral of volunteers, operationalized as a priority through the self serve Job Board and volunteer Placement Advisors, saw 625 individuals consulting the Bureau for information on placements available in the community. A total of 445 jobs in 144 agencies were filed with the Volunteer Bureau, representing a need in the community for over 1730 volunteers.

Worth noting too, were the 20 speaking engagements filled in 1984, with an audience total of 620 people, divided equally between professionals and prospective volunteers.

CONCLUDING REMARKS

Many of the initiatives of 1984 will carry on through 1985. Key among these is the separation of the Volunteer Bureau from the Council. The spirit of friendliness and co-operation which has characterized the separation process so far augers well for an ongoing relationship of support and encouragement between the Bureau and the Council as independent agencies.

The level of commitment from both staff and volunteers to the SPRC never fails to surprise me. I am proud of the high level of professionalism and enthusiasm displayed by both professional and support staff at the Council: without them, the profile, credibility and breadth of activity undertaken by the Council would be impossible to sustain. My grateful thanks to them all.

But staff are only a portion of the story. The men and women who have chosen to donate their volunteer energies to the Council are a remarkable group. They give endlessly of themselves and, whether active as Board members, Committee members or providing support services, they display a unique combination of dedication, energy and interest. They are a living testimony to the vibrant nature of volunteerism.

Finally, I would like to single out Tony Butler, our outgoing President, for the recognition and thanks of us all. His understanding, willingness to encourage and support debate, his sense of humor and his endless hours have been examples of the best in volunteer leadership. On behalf of us all, my thanks and best wishes to Tony.

Over the next year, issues will change, priorities may shift and the social texture of our community will demand new solutions to new problems. I look forward to working with you all as we strive for our common goal of the improved social health of our community.

Jody Orr

Staff Time and Council Priorities

The Council has established a set of functional priorities against which projects, consultations and staff time allocations are assessed. The priorities are listed below in Figure 1 (with an indication as to their ranking of high, medium, or low).

The time records of research and community development staff permit us to see, first, where staff time is going and, second, the allocation of "on line" project and consultation time to each priority. This information is contained in Tables 1 and 2.

The allocation of staff time within the Volunteer Bureau, using the recording system of the Ontario Association of Volunteer Bureaux and Centres, is presented in Table 3.

FIGURE 1

PRIORITIES OF THE SPRC

Listed by Program Area

Activities Usually Undertaken by Research and Planning Staff:

Social impact analysis of government policy	1.1
Social policy development/advocacy	1.3
Technical assistance to community groups	1.6
Service Co-ordination	1.6
Needs assessment	1.7
Socio-economic trend analysis	1.8
Agency evaluation	2.1
Urban planning assistance	2.2
Management consultation	3.2

Activities Usually Undertaken by Community Development Staff:

Public policy changes affecting citizen participation	1.6
Organization assistance to community groups	1.6
Dissemination of information re citizen participation policies	2.2
Initiating formation of community groups	2.8
Development of Boards of Directors	3.2

Activities Usually Undertaken by Volunteer Bureau Staff:

Promotion of voluntary action	2.4
Assistance re volunteer program management	2.5
Recruitment and referral of volunteers	2.7
Volunteer program design assistance	2.8
Improving status of volunteers	2.8

1 = Top Priority
2 = Medium Priority
3 = Low Priority

TABLE 1

Research and Community Development Program Staff Time 1984

	Research Hours	Community Development Hours	Total Hours	% of Total Hours
Administration				
General	363	159.75	522.75	10.8
Committee	220	161	381	7.9
Background	190.5	182	372.5	7.7
Community Liaison	6	116	122	2.5
Consultations				
Minor	459	432.75	891.75	18.5
Major	381.25	404	785.25	16.2
Projects	1,254.1	503.75	1,757.85	36.4
	2,873.85	1,959.25	4,833.1	

TABLE 2

Research and Community Development Staff Time Related to Priorities 1984

(Major Consultations and Projects)

High Priority (In Order of Priority)	Research (hours)	Community Development (hours)	Total (hours)
Social impact analysis of government policy	893.05	153.5	1046.55
Social policy development/ advocacy	45.25	20.5	65.75
*Technical assistance to community groups	212	N/A	212
*Service co-ordination	6	N/A	6

*Public policy changes affecting citizen participation	N/A	391.5	391.5
*Organization assistance to community groups	22.5	143	165.5
Needs assessment	48.75	N/A	48.75
Socio economic trend analysis	311.5	N/A	311.5
			2247.55
Medium Priority (In Order of Priority)			
Agency evaluation	46.25	N/A	46.25
Urban planning assistance	34.5	N/A	34.5
Dissemination of information re: citizen participation policies	N/A	9	9
Promotion of voluntary action	N/A	186.25	186.25
			276

*Share the same priority

TABLE 3

Volunteer Bureau Allocation of Staff Time 1984

	Hours	% of Total Hours
Administration	1209.56	46.5
Professional Development	255.1	9.8
"On Line" Work		
- Research	3.75	.1
- Public Relations	105.23	4
- Fundraising	63.3	2.4
- Services to Individuals and Groups Wishing to Volunteer	202.36	7.8
- Encouragement of Effective Volunteer Programs	140.02	5.4
- Consultative Services re Volunteer Programs and Volunteerism	102.13	3.9
- Improvement of Status of Volunteerism	260.65	10
- Services to Community	60.93	2.3
- Special Needs Project	195.34	7.5
Total:	2598.37	

Financial Activities

YEAR ENDED DECEMBER 31, 1984

(with comparative figures for 1983)

REVENUES	1984	1983
Support from the public	244,498	228,581
Support from governments	78,377	47,603
Other	7,324	5,909
Total Revenues	330,199	282,093
EXPENSES:		
Salaries	235,665	203,950
Employee health and retirement benefits	23,295	18,561
Data processing and professional fees	6,450	2,491
Supplies	9,739	5,221
Telephone	5,473	5,424
Postage and shipping	5,538	3,336
Occupancy	22,739	24,094
Outside printing	3,242	6,039
Local transportation	4,180	3,250
Conferences and meetings	2,110	2,129
Subscriptions and reference publications	372.	593
Organization dues	522	671
Equipment and fixed assets	3,152	6,028
Rentals	4,175	620
Miscellaneous	690	426
Total Expenses	327,342	282,833
Excess of revenues over expenses (expenses over revenues) for year	2,857	(740)
Deficit beginning of year	(1,116)	(376)
Surplus (deficit) end of year	1,741	(1,116)

AUDITOR'S REPORT

To the Directors and Members of
The Social Planning and Research
Council of Hamilton and District:

We have examined the balance sheet of The Social Planning and Research Council of Hamilton and District as at December 31, 1984 and the statement of financial activities for the year then ended. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests and other procedures as we considered necessary in the circumstances.

In our opinion, these financial statements present fairly the financial position of the Council as at December 31, 1984 and the results of its operations for the year then ended in accordance with the accounting principles described in note 1 to the financial statements applied on a basis consistent with that of the preceding year.

Hamilton, Canada,
February 21, 1985

Clarkson Gordon
Chartered Accountants

NOTE: The information given is an extract from the financial statements. The complete financial statements, including related notes to the financial statements, are available to members on request.

Committee Membership

ADMINISTRATIVE COMMITTEES:

Finance:
Nick Mastroluisi, Chairperson
Marjorie Baskin
Anthony Butler
Dick Capling
*Mike Welch

Personnel:
Marjorie Baskin, Chairperson
Anthony Butler
Dick Capling
Nick Mastroluisi
*Mike Welch

Nominating:
Marjorie Baskin, Chairperson
Judith Bishop
W. McMillin (Mac) Carson
Joyce Caygill
Jackie Isbester
Sheila Johnson
Heather Johnston
Bill Manson
Donald Seguin
Eunice Swanborough

STANDING COMMITTEES:

Community Development Advisory:

Dr. Lily Oddie-Munro, Chairperson
*Dick Capling
*Shelagh Gill
Mike Hayes
Sally King
*Ted McMeekin
Linda Pawlick
*Christopher Phillips
Gil Simmons
Jenny Street
Jayne Tollefsen

Sub-Committee on Volunteers/Unions Forum:

Sally King, Chairperson
Vivian Johnson
Sheila Johnson
Gerry Price

Research Advisory:

Grant Corbett, Chairperson
*Nick Sidoruk, Chairperson
Robert Arnold
Mike deVillaer
George Gliva
Andy Holt
Dr. Barrie Humphrey
Owen Jackson
Lou Lanza
*Dr. Paul Links
Dr. Gary Miller
Alba Mitchell
Heather Munroe- Blum
Lynn Seppa
Urmas Soomet
Mark Sproule-Jones
Don Trebilcock

Volunteer Bureau Advisory:

Alison VanDuzer, Chairperson
Bill Brown, Vice-Chairperson
Donna Marcaccio, Past-Chairperson
Adrienne Boccalon, Recording Secretary
Margaret Anderson-Herrmann
Dorothy Bartalos
Michael Gourlay
Sheila Johnson
*Vivian Johnson
Sandra Larsen
*Elizabeth MacKay
Helaine Ortmann
Nancy Reid
Ross Robinson

Ex-Officio: Scott Henderson (Legal Consultant)

AD HOC COMMITTEES:

Day Care Advisory:

Rose Assogna
Cathy Barrett
Trish Baynham
Susan Green
*Hilda Henderson
Isabella Marchese-Zarate
Jessie Thomson
*Shirley Turkstra
Catherine Winwood

Consultants:

Leena Kinanen (Regional Social Services)
Lesley Russell (Coalition for Better Day Care)
Shirley Wheeler (Ministry of Community and Social Services)

Volunteer Bureau Development Committee:

Hubert A. Martin, Q.C., Chairperson
*Michael Gourlay
Donna Marcaccio
Ross Robinson
David Seldon
Urmas Soomet

VOLUNTEER BUREAU COMMITTEES:

Placement Assistants Committee:

Helaine Ortmann, Chairperson
Sondra Offord, Vice-Chairperson
*Marg Anderson-Herrmann
*Doug Angus
*Mabel Duncan
Sheila Fung
Diana Gorman
Irene Hill
*Norma Kovacs
Elizabeth MacKay
Dorothy Munroe
Mike Perozak

Publicity and Promotion Committee:

Sandra Larsen, Chairperson
Brian Holley, Vice-Chairperson
Alison VanDuzer, Past Chairperson
Pamela Bojeski
Bernadette Curtis
Rae Hickmore
*Irene Hill
Laurie Lunn
*Bernadette MacDonald
*Jayne McCreadie
Mary McKenzie
Stephanie Perozak
Ross Robinson
Candy Welke
Estelle Wooldridge
Loretta Zajac

Honourary Chairperson:
Bernie Ruoff

Nominating Committee:

Bill Brown, Chairperson
Donna Marcaccio

Incorporation/By-Law Sub-Committee:

Marg Anderson-Herrmann, Chairperson
Scott Henderson
Sheila Johnson
Donna Marcaccio

Finance Committee:

Nancy Reid, Chairperson
Donna Marcaccio
Alison VanDuzer

*Resigned during the year

Acknowledgements

The Social Planning and Research Council would like to thank its major funders, the United Way of Burlington, Hamilton-Wentworth, and the Regional Municipality of Hamilton-Wentworth, for their continued support of the work of the Council.

We would also like to thank the following organizations for their support of specific projects, either through funding of projects, or donations in kind.

Canada Employment and Immigration Commission
Department of Secretary of State
Hamilton Foundation
Edith Turner Foundation
United Church of Canada - Hamilton Conference
CHCH-TV
CKOC-Radio
Brabant Newspapers
The Spectator
TV Facts
Cable 4 TV

We would finally like to acknowledge the support provided by friends of the Council in 1984.

M. Baskin
Dr. R. Bayne
Bishop J. Bothwell
J. Farnworth
S. Fletcher
G. Gliva
F. Jones
M. Matthias
R. O'Grady
G. Simmons
E. Whitton
Dr. B. Zimmerman

Staff Members

Executive Director:	Jody Orr
Senior Research Associate:	Kim Van Louwe
Community Development Consultant:	Don Jaffray
Volunteer Bureau Director:	Linda Graff
Research Associate:	Rick Csiernik
Volunteer Bureau Program Consultant:	Pat Stainton *Lillian Bayne
Research Technician:	Winsome Cain
Support Staff:	Mary Swan, Office Manager **Cora Cousins Caroline Eyk **Edna Feild Kay German Shurl Kocman Gilberte M. Marlin
Volunteer Support Staff:	Hilda Nelligan
Student Staff – 1984/1985:	Francesca Benedict, McMaster School of Social Work
Project Staff – 1984/1985:	Jenny Beck Shelley Chambers Jenny Dafoe

*Resigned during the year
**Retirees

Board of Directors

1984-1985

OFFICERS

Anthony Butler, President
Richard G. Capling, Vice-President
Nicholas Mastroluisi, Treasurer
Johann E. Orr, Secretary
Marjorie Baskin, Past President

HONORARY SOLICITOR

William N. Callaghan, Q.C.

HONORARY DIRECTORS

J. Nelson Allan
Judge Thomas A. Beckett
Bishop John C. Bothwell
Craig Fraser
Hubert A. Martin, Q.C.
Charles T. McNair
David E. Seldon

DIRECTORS

Term Ending 1985

Judith Bishop
+Anthony Butler
+Grant Corbett
*Leonor Hart
Dr. Robert G. Kirby
Judith McCulloch
Edgar Smee
+Nicholas Mastroluisi
*Nicholas Sidoruk
+Alison VanDuzer
*A. Michael Welch

Term Ending 1986

Jack Farnworth
Sheila Johnson
Patti McGillicuddy
*Donna Marcaccio
Kenneth O'Neal
Christopher Phillips
Ross Robinson
Jenny Street
Urmas Soomet

Term Ending 1987

*Alex Beer
+Richard G. Capling
George Czutrin
Brian Hinkley
John A. Johnston
Dorothy Marchesan
+Lily Oddie-Munro
Gerald Price
Donna Seguin

Advisers to Board of Directors

Bruce Mochrie
(United Way)

Norma Walsh
(Regional Social Services)

*Resigned during the year
+Member of the Executive Committee